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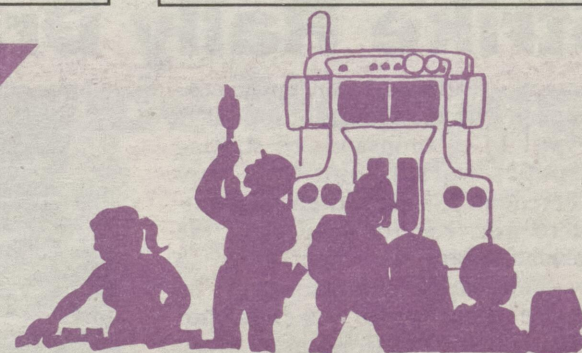
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TEAMSTER CONVOY DISPATCH

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

May 1996 #150



Blacklisting Has No Place in Our Union

Hoffa Loses His Wsol

"It was Frank Wsol playing the old Chicago-style strong arm tactics. Crush any member that disagrees with you." That's how Nick Johnson, a rank and file Teamster in Local 710, began to explain his long fight for justice. That fight ended in April, when the richest Teamster of them all was removed from office for two years for conspiring to have a Teamster fired.

This strong action should send a message throughout our union that blacklisting of Teamster members will not be tolerated.

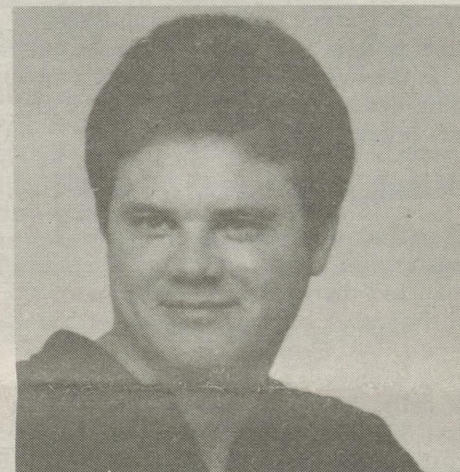
Wsol (pronounced sole), BA Bob Falco, and two stewards were suspended from office by the General

Executive Board after they upheld the unanimous finding of a hearing panel. The panel, backed by action of the NLRB as well, found that Wsol retaliated against Johnson because Johnson wrote a letter to the *Teamster* magazine in April 1994. Johnson's letter criticized Wsol's order to scab on the national UPS safety strike; he called Teamster leaders who scab "cowards."

Wsol then set in motion a chain of events that led to Johnson's firing by UPS. First there was a threat of retaliation at a union meeting, then Wsol sent a letter to thousands of members of Local 710 attacking Johnson.

Wsol's flunkies did the dirty work. The steward at the Kokomo, Ind., center told the manager, "It's for sure Nick wouldn't get a fair shake at 710 after that letter he wrote." The manager replied, "I can't wait till Nick refuses to take a next-day package because he will be history."

Two weeks later Johnson was fired. Then Wsol appointed an organizer to go behind Johnson's back and conduct an "investigation" jointly with the company. A hearing panel with Local 710 BAs sitting on it then voted unanimously to fire brother Johnson. It was all for the "crime" of writing a letter against scabbing!



Nick Johnson, Local 710 Teamster who took on a fight for justice—and won.

International Steps In

But Johnson never gave up. He and his wife did their own investigation to prove his innocence and that Wsol, the \$399,418 a year union leader on the Junior Hoffa Slate, set him up.

Former International parcel director Mario Perrucci insisted that Local 710 reopen the case. Finally it went to arbitration where Johnson got reinstated with back pay.

Meanwhile the NLRB issued a complaint against both UPS and the 710 leaders. And Johnson filed internal union charges against Wsol and his gang for their despicable actions.

Johnson finally got a hearing, where the whole sorry plot came out. Now justice has come.

"What Mr. Wsol and his executive board can't seem to fathom is that there is accountability in the Teamsters union now," Johnson said.

In 1996 we have a choice—do we continue on the road to democracy or back to the days of the likes of Frank Wsol who get rich off our union and think nothing of getting a member fired. The choice is ours.

Be part of making that choice. Join TDU.

Why Should You Join TDU?

Because it will tick off your boss!



TDU MEMBERSHIP APPLICATION

Name _____ Local # _____

Address _____

City _____ State _____ Zip _____

Phone (____) _____ Company _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production

☐ Other _____ Optional: Spouse's name _____

☐ \$35 one-year's membership & subscription to *Convoy Dispatch*.

☐ \$85 three-year membership fee. (\$10 shall be rebated to the local chapter.)

☐ \$20 for spouses, retirees and Teamsters who gross less than \$17,000 a year.

☐ Check or money order

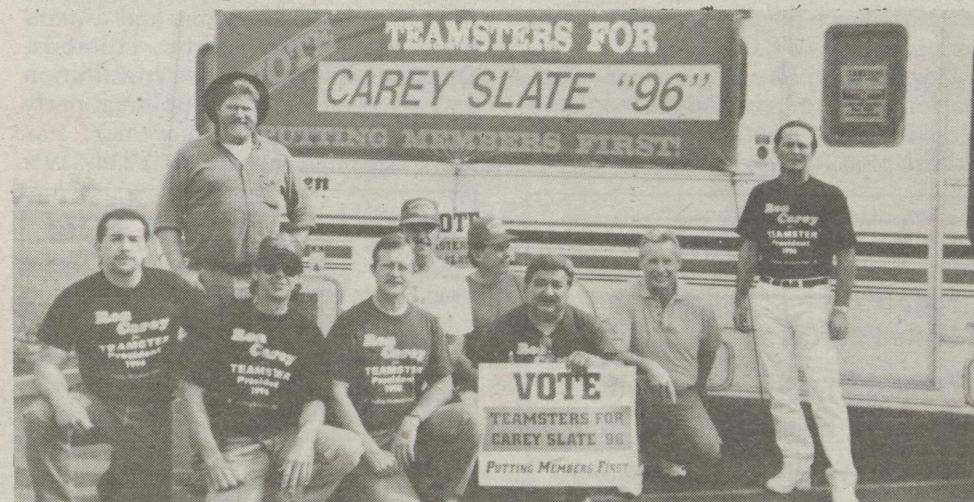
☐ Mastercard/Visa # _____ Exp. date ____/____/____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential from employers.

TDU solicits and accepts membership applications and donations only from Teamsters, retired Teamsters and spouses who are not employers.



THE RANK & FILE FOR CAREY AND THE OFFICIALS FOR HOFFA. Members of the Teamsters for Carey '96 Slate in Stockton, Calif., Local 439 won all five delegates and two alternates in April. Ray Walbert, a driver for SDMI and one of the elected delegates, summed it up: "This election became a focal point for Teamsters all over Northern California. It was the rank and file for Carey and the officials for Hoffa. We worked hard to win. We pledge to follow through on our platform and represent the members of Local 439."

UNION SOLIDARITY

Strike Rally Draws Thousands

Detroit's Cobo Hall convention center rocked with the sounds of solidarity on April 14 as thousands of striking newspaper workers and their supporters demonstrated their commitment to win. The top leaders of the American labor movement came to show their support, including AFL-CIO president John Sweeney and Teamsters president Ron Carey.

Following the rally, 3,000 people marched to the nearby *Detroit News* building to further show that even after 10 months on strike, support for the six local unions continues to be strong. Many members of other major unions such as auto workers, steelworkers and public employee unions were in attendance. Community leaders, including clergy from the African-American churches, Bishop Thomas Gumbleton from the Detroit Catholic Archdiocese and U.S. Rep. John Conyers, spoke out about the impact of management's unwillingness to settle a fair contract with the workers.

Hoffa Supporters Mar-Event

Partisanship marred an otherwise positive and important event when an organized disruption on the part of a small number of Hoffa supporters occurred. As General President Ron Carey went to the podium to address the rally, a group of self-identified Local 337 Hoffa supporters jeered and

TDU Online

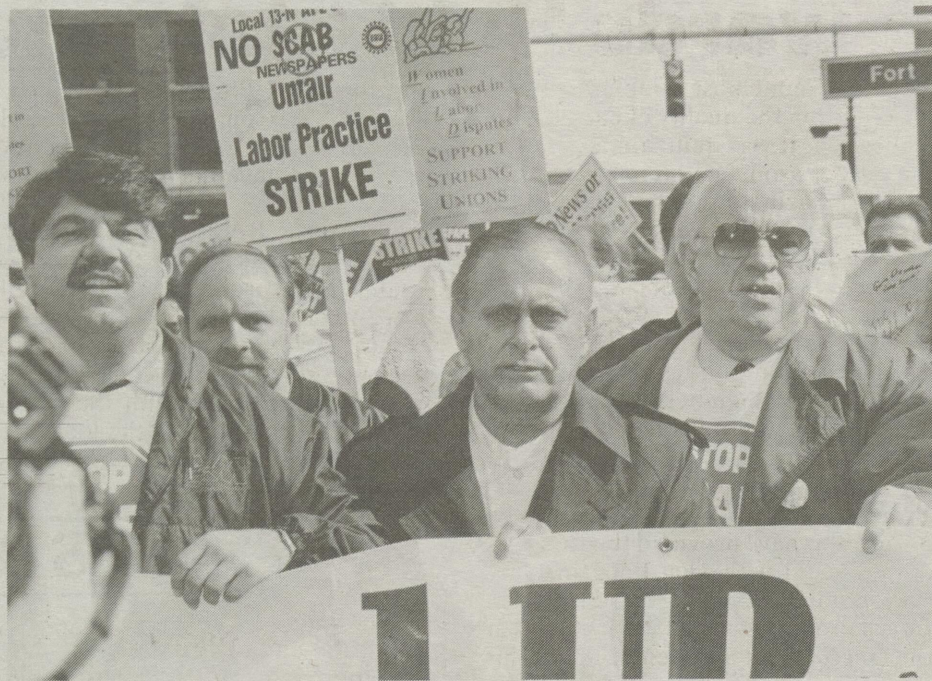
Many union groups and activists are establishing a presence on the Internet through the World Wide Web and special computer networks such as Labor-Net. For those of you who have access to electronic mail, you may want to note TDU's e-mail address: tdudetroit@igc.apc.org.

Activists from the TDU Eastern Mass./Rhode Island chapter have established a World Wide Web home page to distribute info about TDU and the Teamster reform movement. To access it, point your browser at: <http://kalypso.cybercom.net/~colum>. In the near future we hope to put up additional web pages that will focus on the upcoming IBT Convention.

If you would like to get more information on how you might get connected to online activity, contact IGC LaborNet at (415) 442-0220.

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Rich Trumka, left, AFL-CIO General Secretary-Treasurer, Teamster President Ron Carey, and GCIU Secretary-Treasurer Guy DeVito at Detroit march.

whistled catcalls, then walked out. Union members from the United Auto Workers International headquarters were sufficiently outraged at this divisive act that they fired off a letter of complaint to Local 337.

Call for National March on Detroit

In the days before and since the demonstration, strike supporters have been performing non-violent civil disobedience at the *Detroit Free Press* headquarters. Events such as fundraisers and benefit concerts continue and strikers still need the support of unionists around the country.

Labor Party Convention

On June 6-9, an estimated 1,000 people will converge on Cleveland's Sheraton Hotel to promote a new political direction for the labor movement. The convention called by Labor Party Advocates has been endorsed by hundreds of local unions and many other labor organizations, including four international unions and a number of central labor councils. Delegates hope to adopt a constitution and program for a new political party with roots in the labor movement. For more information, call (202) 234-5194.

How to Contact TDU

We want to hear from you. Contact us at the address below for more information about TDU, or to send us articles or letters concerning Teamster-related issues.

National Office: P.O. Box 10128, Detroit, Mich., 48210. (313) 842-2600.

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Recently the Metropolitan Detroit AFL-CIO forwarded a letter to AFL-CIO president John Sweeney calling for a National Labor March on Detroit in support of the striking Detroit newspaper workers. The call for a march has been endorsed by the Metropolitan Council of Newspaper Unions (the joint committee of the six striking unions) and the IBT's Eddie Burke, currently coordinating strike activities.

TDU Endorses March

The TDU International Steering Committee passed the following motion at its April 20 meeting:

TDU endorses the plan for a national labor march on Detroit proposed by the Metropolitan Detroit AFL-CIO. When it is called, TDU will work vigorously with rank-and-filers to build a large, successful march.

TDU International Steering Committee

Co-Chairs:

Dan Campbell, San Antonio Local 657
Diana Kilmury, Vancouver, B.C., Local 155
Michael Ruscigno, New York Local 802
Michael Sawwoir, Kansas City, Mo., Local 41

Organizer:

Ken Paff, Detroit

Trustees:

Frieda Burgan, Phoenix Local 104
Mike Caffrey, New York Local 868
Mike Turnure, Minneapolis Local 320

Members:

George Beam, Lexington, Ky., Local 651
Patricia Franks, Allentown, Pa., Local 773
Gillian Furst, Minneapolis Local 1145
James Jacob, Providence, R.I., Local 251
Homer Lambert, Chicago Local 743
Patrick McBride, Tacoma, Wa., Local 599
Lucio Reyes, Stockton, Calif., Local 601

Alternates:

Bob Blanchet, San Jose, Calif., Local 287
Alex Adams, Cleveland Local 407
Willie Smith, Columbus, Ohio Local 413

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in October 1995 for one year. Our Rank & File Convention had nearly 600 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

UNITED PARCEL SERVICE

Some BAs Need Change of Attitude

Iowa UPS Stewards Hold Statewide Meeting

David Dunn
UPS Steward, Local 828
Mason City, Iowa

Nineteen of the 22 centers and hubs in the state were represented at a UPS stewards-only (no BAs!) meeting in Marshalltown, Iowa, on April 13. It was an informal, round-table type meeting and to the best of my knowledge, was the first time this type of meeting has ever been held.

Bob Panther, UPS steward for Waterloo Local 650, put the meeting together and put much of his time and effort into making it a success.

Among the topics discussed were team concept, driver training, rural initiative, and safety. It was interesting and informative to see how different centers did things so differently. I strongly recommend that all states do this if possible. We hope to have another meeting in September.

What I found most troubling was the difference in the quality of each local's leadership. It was quite apparent that, for some reason, be it union politics or just plain laziness, some of the BAs in the state are selling their UPS members short.

If the reason is laziness, then the solution is for the local membership to elect or hire new leadership. If the reason is union politics then it is time for the local members to put some pressure on their leaders to change their attitudes.

Sharing Information

Our BAs have provided the stewards at our center with what I consider important information received from the International. Many of the stewards at the meeting had not seen or heard this information before, even though many of them support the policies of the In-

ternational at UPS. How can we continue to be a strong union if the local leadership doesn't start doing a better job of communicating with its members?

Some of the BAs seem to sit on information they get from the International. When a problem arises they tell the members that it's the International's fault for not getting the message to them. Whose job is it to communicate on a day-to-day basis with the members, the International or the local?

In times like these when labor seems

to be taking it on the chin, local leaders cannot let their union politics get in the way of what's best for us as one union. It shouldn't matter if you want Carey or Hoffa. Either you are a good union leader or you are not. If you aren't going to do the job, get out and let someone in who will.

Union members and leaders must stand together as one in order to continue to grow and be strong. If we continue to pit "old guard" against "new guard," soon there will be nothing left to guard.

Teamsters, UPS Reach Agreement on Training

The Teamsters and UPS have reached an agreement on training that incorporates all of the basic principles of the union's original demands. The agreement provides that Teamsters may volunteer to perform training work and be paid an additional 50 cents per hour. Qualified trainers will be selected in accordance with seniority and will not be required to evaluate seniority employees. Training checklists must be approved by the union. For new hires off of the street, the checklist will include a box indicating whether the trainee is proficient. Either party may withdraw from the agreement after one year.

'Team Concept'

This agreement came after six months of negotiations. Almost a year ago, UPS unilaterally created a bargaining unit trainer's position and began to fill the positions without regard to seniority and without additional compensation. The training positions were originally conceived of by the company as part and parcel of their new team concept program.

This put the union in a difficult spot. The union strongly objects to team concept as a union-busting tactic. Nonetheless, many rank and file members and their local unions believed that the training component was worthwhile and should be preserved so long as the union could negotiate appropriate safeguards.

The fact that the union has been able to negotiate an acceptable agreement on training will allow the union to divide this issue out of the broader team concept issue, and maintain a greater degree of solidarity in opposition to it.

When negotiations with UPS began last October it became instantly clear

that the company and the union were far apart on the training issue. The union felt strongly that UPS's insistence that trainers evaluate fellow Teamsters would be divisive and contrary to union principles. UPS's insistence that seniority not be a factor in their selection of trainers would further open the door to favoritism and disunity. And to give Teamsters additional responsibility without additional compensation was an insult.

UPS Backed Down by Unity

When UPS refused to move off of their unacceptable proposals the IBT responded by asking locals to terminate any existing local agreements on training and asked rank and file members to stop volunteering to train until there was a national agreement. Many members, though not all, ended their participation in the program, and implementation in new areas became much more difficult for UPS. It was this demonstration of Teamster unity that forced UPS to back away from their earlier unacceptable position.

This is an important lesson for all Teamsters to learn. With strong leadership at the top and unity among the rank and file, even a tough corporate foe as powerful as UPS can be convinced to become more reasonable.

Enforcing the Agreement

Beware, however. Even with as strong as this agreement appears to be, there will still be conflict over its implementation. The rank and file and the locals right on up to the very top of the Teamsters union will have to remain vigilant in the enforcement of this agreement.

(For copies of the agreement write or call TDU. Free to members. All others please enclose a donation).

UPS & Downs

UPS Profits Soar to Over \$1 Billion.

UPS has finally done it—in 1995 they made profits after taxes of \$1.04 billion. This represents an improvement over 1994's profit margin of \$943.3 million. Particularly stunning is the fact that these huge profits occurred after a \$372 million expense in the third quarter for early-retirement and severance programs when UPS downsized their managerial ranks.

Total revenues increased 7.5 percent to \$21.05 billion from \$19.58 billion in 1994. UPS said its operating ratio improved to an almost unheard 89.7 in 1995 from 92.1 in 1994.

See the next issue of *Convoy Dispatch* for a more complete analysis of UPS's financial performance.

Stock Ownership Plan.

Not very many UPS Teamsters seem to be buying into the stock ownership program so far. While 18,409 managers and supervisors purchased stock valued at \$6.9 million in 1995, only 3,824 Teamsters bought stocks worth \$856,400. With well over 100,000 Teamsters eligible for the program the initial results indicate a surprisingly low level of enthusiasm.

On Feb. 15, 1996, UPS set the price of its stock at \$27 a share, up from \$26.25 in November 1995. The company also declared a dividend of 32 cents a share in January 1996.

UPS Teamsters Steward Survey.

Contract time is not that far away. The present contract expires on July 31, 1997. The IBT Parcel & Small Package Division has begun making preparations. On April 4 a steward survey was sent out to all UPS stewards, coded as such on the TITAN by their local unions, in an attempt to identify key contract issues for the negotiations. The feedback on the steward survey is intended to allow the union to design a more comprehensive membership survey that will be sent to all Teamster members as bargaining grows closer. This spring, union representatives from UPS locals will meet for a national conference to discuss the major bargaining and contract issues facing Teamsters at UPS.

If you are a steward who did not receive the survey, contact your local union to be sure you are properly coded in the TITAN system.

Divide and Conquer Tactics in Feeder Department.

UPS has approached several local unions across the country asking to move all CPU (Center Pick Up) work out of the feeder department and assigning CPU drivers to the package centers. In addition, the company wants CPU work taken off the Annual Bid and all vacations, absences, paid holidays, and extra work covered out of the package centers. While we can't stop the company from directing our work, and some areas already use this procedure, UPS's vacation/holiday coverage plan violates Article 3, Section 4 of the master agreement and any such attempts should be grieved, especially in areas where the entire extra board could be in jeopardy.

To many UPS Teamsters this looks like another divide-and-conquer tactic as we approach the next contract. Efficiency and economy are one thing but not at the expense of heading down the slippery slope to job elimination. Central region UPS chair Dick Heck stated in a letter to affected local unions that "a change like this should be a subject of collective bargaining at the 1997 table." UPS Teamsters agree and should gear up to keep it out of our next contract.

FREIGHT NEWS

Interview with Dennis Skelton

Fighting for a Strong Union in Freight

Dennis Skelton is the director of the Teamsters Freight Division which covers some 150,000 Teamster members who work under the NMFA and 500 other Teamster freight contracts. Two years ago freight Teamsters went on strike to keep part timers off of our docks and we won. That strike sent home the message that organizing in freight is the key to our future.

Skelton and freight activists are working to move the freight division in a new direction, away from the days of Fitzsimmons, Presser, and McCarthy. That job is a work in progress. Skelton is a member of St. Louis Local 600 and a candidate for vice president in the central region on the Ron Carey Slate. *Convoy Dispatch* spoke with Skelton recently about the freight industry, the union, and the future.

State of the Industry

CD: *The freight industry is going through some major transformations right now and it's biting Teamsters pretty hard. We don't have control over a lot of the decisions being made but ultimately, on our side, the buck stops at your desk and Carey's desk. How would you describe the situation in the industry right now?*

DS: The buck does stop here and I've always been open about communicating with members and telling it like is—good, bad, or ugly. It's a difficult time we're going through right now. It's easy to say "Things would be different if, ..." but that doesn't change the fundamental fact that the freight industry is in a major shake up and we don't control any of it.

I was reading some campaign literature the other day and it claimed that President Carey and his administration are presiding over the demise of Teamster influence in the trucking industry. Frankly, nothing could be fur-

ther from the truth. The fact of the matter is *the companies* are presiding over the demise of the trucking industry. Predatory pricing, 78 percent discounts. They don't warehouse any more; they don't want freight sitting on the docks, they want it in the trailers reducing transit times. The continued overcapacity, a lackluster economy, and most importantly, management blunders are hurting them and as a result we're feeling it.

A while ago, I walked the dock at my old Yellow terminal in St. Louis and I saw 32 dockhands working and *nine* foremen. I thought to myself, what a waste, do they think they're running a nursery school? Teamster freight workers are the most productive in the industry. But we don't control the industry and we're certainly not the reason for its problems.

Some of our old guard critics are helping the employers, however. To steal work from other locals, they make back door, sweetheart deals to undermine the contract. Then, in public, they talk about how they would bring back "the good old days" they know will never come again.

Organizing

CD: *Organizing in freight has been an important part of the division's work. The Overnite organizing drive has had some success including the recent win at the Lexington terminal. Can we keep the momentum and try to build on it?*

DS: Organizing in general right now, especially in the trucking industry, is not easy. But we've built momentum and we need to stay out there. But we shouldn't get in any more organizing endeavors until we capture Overnite and we're ready, willing, and able to spend what we have to spend to try to bring this home.

We just won the vote in Lexington and that was an important win. The



Dennis Skelton meeting with freight Teamsters in Northern California.

company did an all out blitz to beat us. Jim Douglas [Overnite CEO] was out there all week working on people. But we blitzed them over the weekend by bringing in rank and file Teamsters and Overnite workers from across the country. That really pumped people up. Overnite management is desperate. They're trying everything to beat us. We are filing Board charges, and if we are successful in getting bargaining orders at all the sites where the NLRB has issued complaints the Teamsters would have jurisdiction of over 3,000 new workers.

But the real key to success is not the legal process. It's the members. We have to involve as many as we can in all our organizing activities. With their help and support, I know we can win.

CD: *You've set up an Overnite bargaining committee. Is there any progress?*

DS: We've negotiated in many locations. The committee works with the local union in each area and it's working to our advantage. What they tried to do before was divide and conquer. The committee, by moving around in different places and working with the local committees, is working to keep things united. And that's a harder part—keeping people interested and keeping them active.

But we're staying in touch with people, and keeping them abreast of things. The fax network we set up is effective. Take the case where Hugo Hernandez from Miami was fired not once, but twice. Each time we got Hugo back to work that was sent out to every local by fax the same day. They then should have copied it and got it to the hands of the people.

Based on limited manpower, we've done a hell of a job—organizers, local officers, and rank and filers together. Our people have changed in the process. People are getting active and involved. There's no doubt in my mind that our best organizer is an informed Teamster member in the field.

Grievance Reform

CD: *Grievance reform has been a high priority for the Carey administration.*

We've seen some positive changes, like the appointment of a rank and filer to the Southern panel, but most people would say there's still a long way to go. What can be done to make the panels work more effectively and efficiently?

DS: One thing is rank and filers need to get even more involved than they are now. When you get a bad decision don't just be an arm-chair quarterback—pursue it and find out what went wrong and talk to me about it. Article 7, Section 2, the Grievant's Bill of Rights, is a vital part of the contract and members should be vigilant about putting it to use. I want to do more on getting rank and filers on the panels, and we will, but reforming the grievance procedure is a slow, difficult process.

The NMFA

CD: *Hoffa has made a pledge in his "Bill of Rights" in the Teamster magazine that he will reopen the master freight agreement. What's the reaction of the members?*

DS: It's a mistake. We fought off the single most important issue—the part-time issue—in this contract. It was recognized as a critical issue not just by our national negotiating committee and our members, but by the entire labor movement. We stood tall and I'm proud of that. TMI came to the table with their guns blazing and that was their number one issue: the \$8 per-hour part timer. And they didn't get it.

When you look at what we were up against, the economy, the dissension in this union, and a united employer attack, I would say we achieved a lot in that agreement, including the largest pension increases in history. Some of Hoffa's supporters were with us when we negotiated the agreement, and they approved it. They approved it because they knew it was the best anyone could do. Remember, the contract was ratified by well over 80 percent of the members. If Hoffa reopened the contract, he would be playing right into the employers' hands. They'd take him to the cleaners.

CD: *Can you take a look ahead to the*
continued on page 5

Memphis Drivers Say It's Fiction

Roadway's Concern for Safety

Roadway management, like most, preaches safety. They especially have made a big deal about drivers getting adequate rest.

But several Memphis drivers are finding out that the walk doesn't match the talk at Big R. They are getting warning letters for taking steps to make sure they get their proper rest.

Several Teamsters, members of Local 667, are logging time they actually spend babysitting the phone waiting for dispatch as on duty, at times that they are rested and actually anticipate a call, so are standing by. This is with the support of steward Sam Arrington. Some are logging on duty if they are in a motel and 12 hours have passed, so they are on the clock. Some have done it for a long time, some only started recently.

Now Roadway management has

started to issue warning letters to these drivers, with the threat of more serious discipline. So much for Roadway's safety concerns.

The language of the DOT regulations clearly supports the drivers, but we know we cannot count on the DOT to enforce its own regs.

It's time for the carriers' actions on safety to match the talk. They threaten to punish those who seek to enforce the DOT regs, and they hire lobbyists who are presently working to weaken the existing hours of service regs.

One enforcement mechanism that drivers and stewards should be familiar with is Section 405 of the STAA, enforced through OSHA. It contains protections for drivers who are punished for enforcing their own safety and that of others on the highways. For a copy, contact TDU.

Freight Lines

Lexington Overnite Votes Teamsters.

On April 17 Overnite workers and the Teamsters Union scored another big victory when 260 drivers and dock hands voted to go union in Lexington, Ky. The vote was close, and the victory was sweet. CEO Jim Douglas had led a fierce anti-union drive in the period before the vote.

The win means that 17 terminals with some 2,000 workers have voted Teamster, and another 2,000 at 17 more terminals could be ordered represented by the union if charges filed by the NLRB are upheld.

The company pulled out all the stops to try to beat the Teamsters in Lexington, which is Overnite's fifth largest service center. The International, the local union and Teamster members responded in kind to pull off the win.

Roadway Dock Production Squeeze.

Reports of discipline against dock hands at Roadway over so-called production standards are spreading. It appears a coordinated union response will be needed.

Tom Swift, a steward at St. Louis Roadway, reports that our article last month from the Stroudsburg, Pa., dock reflects exactly what's happening in St. Louis. Employees whose so-called "efficiency index" is deemed too low are targeted for discipline. This discipline can be over petty matters such as failure to keep the checker's stand three feet from the freight when working a trailer.

If Roadway is "coaching" or "counseling" over production at your dock, or if Teamsters are getting warning letters in this way, be on guard. We recommend you contact the local union, and also contact TDU to establish national communication and response.

ABF Change of Ops.

The Multi-Region Change of Operations Committee met in early April and has issued its decision on ABF's proposed change of operations. The change will undo the setup of regional distribution centers and return to the former long-haul terminal set up. This is as a result of ABF management's disastrous efforts to maintain a percentage of Carolina's regional freight.

A key provision of the committee's decision will maintain a one-year window period for Teamsters in the master pool to bid on future work opportunities at gaining terminals. The union argued for the one-year window in light of the planned expansion of ABF's Dayton, Ohio, facility. Currently only four people are being offered work in Dayton but the expansion should open a significant number of additional jobs in the coming months.

Teamsters transferring to the Chicago dock board will be endtailed per the Local 710 dock agreement that is not supplemental to the NMFA. A request for dovetailing was rebuffed by the former head of Local 710, Frank Wsol. Road drivers moving into the south Chicago terminal and all other transferring members will be dovetailed.

The decision also provides for a 60-day training period by the company for those who become eligible to bid but need training to qualify for any opening.

Contract Reopener: Employer Wish List.

Recently Regional Carriers, Inc., the association of regional carriers under the NMFA, put out a two-page wish list of "modifications and relief of the National Master Freight Agreement" if they can get it reopened. Among the demands: allow road drivers to drop, hook, fuel, work the dock or other duties as assigned without recourse of grievance by local cartage or office employees; allow the use of substitute service to include contract carriers for one-way overflow loads; reduce required bids to no more than 33 percent of road schedules; eliminate guarantees, pay for actual hours worked; unrestricted use of casuals and 10 percenters without triggering mandatory hiring; allow the use of four-hour casuals; eliminate guarantees.

Junior Hoffa claims that if elected he would reopen the NMFA and negotiate a better contract. It seems that the employers are licking their chops waiting to take their candidate to the cleaners. We can only wonder what the Big Four have in mind.

Preston's Suggs to Lead Overnite.

Leo Suggs has left as the CEO of Preston Trucking to become the new CEO of Overnite. Suggs will replace Jim Douglas, who has led Overnite since January of 1995. During that time Overnite has lost money and wasted millions of dollars in a union-busting extravaganza against its employees.

Douglas will stay on at Overnite as president, according to Union Pacific officials, who said they will win the battle against the Teamsters. UP owns Overnite.

Yellow Freight, which owns Preston, has named Yellow vice president David Letke to head Preston.

Virginia Pension Plan

25-and-Out at \$2,500

On April 1 the Joint Council 83 Pension Fund announced a new schedule of benefits for retiring Teamsters that includes a 25-and-out that pays \$2,500 per month at any age. The trustees of the plan seem to understand that they oversee the *members' money* and work to provide the highest benefits possible, an idea that is a novelty to trustees of the Central States and New England pension funds.

According to Bob Fields, principal officer of Richmond, Va., Local 322, it's not that difficult to grasp. Fields explained, "Our national negotiating committees in freight, carhaul, and UPS negotiated the highest pension contributions in history. That money should be translated into the benefits our members deserve."

In addition to the 25-and-out,

Teamsters in the top plan who retire at age 57 with 20 years of contributory credit will receive \$1,500 per month. Central States pays \$900 per month for the same age and years of service.

Teamsters in Central States, New England, and other larger pension funds are outraged that their funds cannot provide the same kind of benefits as Teamsters in JC83, Local 804, Local 177 and other major pension plans. This despite the fact that they all negotiated the same benefit increases and the money is there to pay higher benefits. Teamster members deserve trustees who are accountable for their actions. Delegates to the Teamster Convention are working to pass a resolution that will bring accountability to the way our pension funds are run.

Son of Hoffa's Ex-Business Partner Ousted By Local 743

Teamster Local 743 has ousted a firm partly owned and operated by David Dorfman, son of Junior Hoffa's ex-business partner Allen Dorfman, for excessive billing costs to the local's health and welfare fund.

Allen Dorfman became known as the Mob's banker at the Central States Pension Fund for helping organized crime gain access to millions of dollars in members' pension money. Dorfman Sr. and Hoffa Jr. formed a partnership in the loan business before Dorfman's apparent 1983 rub out in a Mob dispute.

Dorfman's son David is a part owner of Group Administrators Ltd., which administered the Local 743 health and welfare fund for decades before being ousted this month by the local's temporary trustee Eddie Kornegay. When he discovered that billing costs by Dorfman's firm ate up about 28 percent of the annual revenues, Kornegay insisted that the contract for administering the fund be put out to bid. The winning bid was less than half the amount submitted by Dorfman's firm.

The sky-high payments to Dorfman's firm were a factor that helped drive costs up and kept members out of the system. Only 700 of the local's 19,000 members participated in the plan.

The Teamsters have been run like a family business in Chicago for decades. Let's hope the ouster of Junior Dorfman is the beginning of the end for all the illegitimate Juniors in our union.

SAVE THE DATE!

**1996
TDU
Rank & File
Convention**
October 11-13
Henry VIII Hotel
St. Louis

Interview with Dennis Skelton

continued from page 4
next freight contract and tell us your initial thoughts?

DS: Timing is everything. In 1996 we're faced with some things that will be a guide to where we're going.

We have to start early. We have to have the politics behind us. We have to concentrate our efforts on the basics: job security, and preserving good health benefits and good pensions.

The more democracy you have in a union, the more chance you have for members to speak their peace. People can say things and do things in our union that were unheard of before. It's not always true and it doesn't always make sense, but I'm glad they have the right to say it.

Some of the dissension is going to diminish after the old guard loses their bid to take over the cash box and go back to the way it was. They're going to

retire and spend their lucrative pensions at some resort island or at a golf course and they won't be here undermining what we're trying to do. And that will strengthen us going into the next contract. It was bothersome for me as a guy who had just come from the rank and file in 1991, to see some people I had to confide in on the national negotiating committee venturing off to eat with the employers when we broke for lunch.

Right or wrong, everything I have done, I have tried to do for the members, because I came to Washington right out of a truck, and I know what rank and file freight Teamsters want and need. I have one salary, one pension and I still have my honor. I can look anyone in the eye and say I never made a deal on the Teamsters. That's more than most people who criticize Ron Carey or me can say.

1996 International Teamster Convention

What's At Stake

In just two months the entire constitution of our union will be reviewed and revamped. Its 183 pages will be up for grabs for five days this July in Philadelphia.

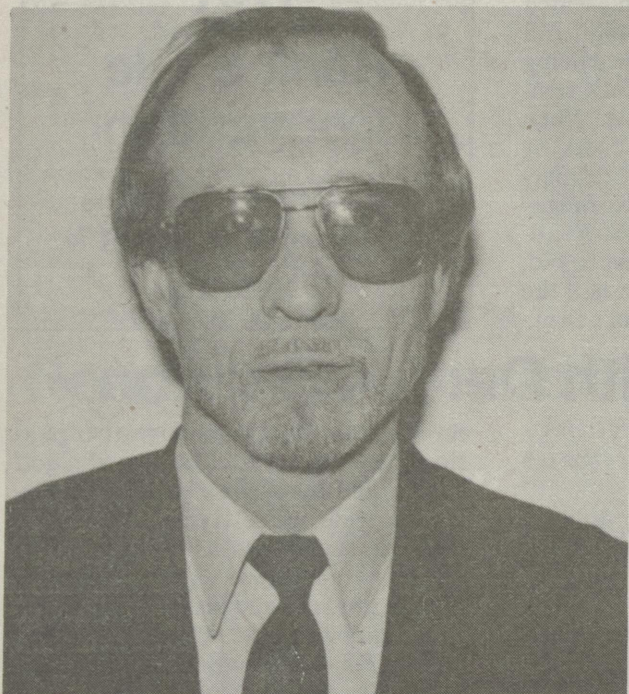
At stake is whether we have a strong and democratic union, or a weak and dictatorial one. How (or even if) we will create and fund a viable strike and defense fund. Whether we move forward into the 21st century or back to the ways that led the U.S. Justice Department to charge that our union was run by racketeers.

The IBT Convention will —

- Review and potentially amend every article of the Teamster constitution.
- Review and adopt resolutions on union policy.
- Nominate candidates for Teamster president and 25 other positions, who will then be voted on by all 1.4 million members in a mail ballot in November.

Decisions made will affect whether rank and file Teamsters have a voice in our union, our contracts, our grievance panels, and whether you have a recourse if you face reprisals (see cover story). The debate will determine whether our funds to the International are going for new programs to strengthen our union and contracts, or into the pockets of officials.

We've asked a few elected delegates to talk about their concerns as we go into this important convention.



Right to Vote

Dennis Anderson
Alternate Delegate, Local 413
Columbus, Ohio

Our victory in Local 413 was a unifying event for all reform minded members. We got out in the local and talked one-on-one about the issues we will face at the 1996 Teamster convention. Preserving our democratic right to elect convention delegates and International officers was a vital part of those discus-

sions. For some Teamsters we talked to, the right to vote was new to them, for others it was a reminder of the hard fought battle to win it.

We always emphasized the facts: In 1991, the majority of delegates voted to end the right to vote for delegates. The members had this precious right protected by the Consent Decree but that would not last forever without an amendment to the Teamster Constitution. That amendment could only be made a reality by electing reform delegates.

The Stand Up delegate slate is proud of the fact that the members chose us to represent their best interests and the future of our union at the convention. We must continue the reforms begun in 1992 and work diligently for the election of Ron Carey and take back our union.

Our democratic rights to govern ourselves and choose the direction of **our union** must come before all else.



Securing Our Rights

Lillian Morisky
Delegate, Local 407
Cleveland

We're going into the Teamsters Convention pledged to continuing the reforms started by Ron Carey and to secure a future for ourselves and the next generation of Teamsters. People want something positive for the future, not wishy-washiness. It is about having the strength to stand up and proclaim our rights and secure them for the future. Rights that we, as rank and filers, never had before.

We're going to protect the right to vote for delegates and International officers with impartial supervision. We're going to stand against multiple pensions and multiple salaries that come from the members' dues. And we support a strong Ethical Practices Committee and any other effort to continue the clean-up of our union.

Finally, we're going to fight for the two issues that concerned our members the most — pension accountability and the strike and defense fund. Pension trustees should be accountable to the members and be

elected by the members. We will support a \$200 strike benefit and a defense fund with an adequate funding base to be adopted at the convention.

We need and support a strong Teamsters union that works hard on the basics — stronger contracts, grievance reform, and organizing, including cross-border organizing. That's the program our members supported when they elected the Green Team as delegates in support of the Ron Carey slate.



Multiple Pensions

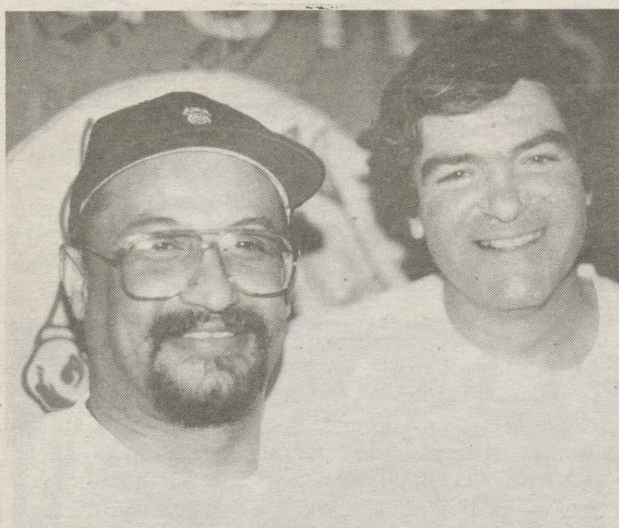
Lucio Reyes
Delegate, Local 601
Stockton, Calif.

Right now many locals are forced to make contributions into multiple pension plans on behalf of all the officers in their local. Even after Ron Carey froze the Affiliates Plan, locals out here are still making contributions to the Western Conference Reps Plan and there's nothing we can do about it. It's an insult to the members.

Hoffa Sr. and the fat cats in the old Western Conference set these funds up, and unless we make some changes at the convention they could bring them back. As delegates committed to reform and as officers who don't think we're better than the members, we are going to propose an end to this outrageous practice.

Money that should be spent on organizing, contract enforcement, and member services should not be used to line the pockets of Chuck Mack and his friends on the Hoffa slate. These guys have lived large for too long now.

The saddest part is there are members in this union who don't even have one pension. We should put our efforts into negotiating one pension for our low-paid members before ever even thinking about second, third, and yes, fourth pensions for union officers! Support us in Philadelphia by letting your officers know you want to put an end to multiple pensions in our union.



A Stronger Union

Mike Ruscigno & Hector Rodriguez
 Delegate & Alternate, Local 138
 New York

This convention is going to consider a lot of issues confronting our union, issues that will stir a lot of controversy. But they're not the issues we ought to be talking about. There's nothing controversial about them. The right to vote for delegates, ending multiple salaries and pensions, keeping our union well funded and growing, changing our name so as not to exclude our sisters in the union—these should be no-brainers.

Labor is taking a lot of lumps right now. The employers are on the attack, and we need to get behind a program that's ready to fight back hard. Hoffa doesn't have the program. He doesn't even know how to build one. In New York we're in a dogfight with these grocery companies right now with the downsizing and buyouts and cross-docking. The union didn't make those things happen but we're working to protect good jobs with a strategic campaign. Ron Carey and Tom Leedham (warehouse division director) are helping us out. They have ideas and they're trying to build a strong union by getting the membership involved.

We ought to be talking about building a strong kick ass union, not the basics of union democracy. Members should be in Philadelphia in droves and send a message to the delegates that they better lead, follow, or get out of the way—we started in this direction five years ago and we're behind Carey to finish the job.

New York Local 966

Democracy vs. Corruption

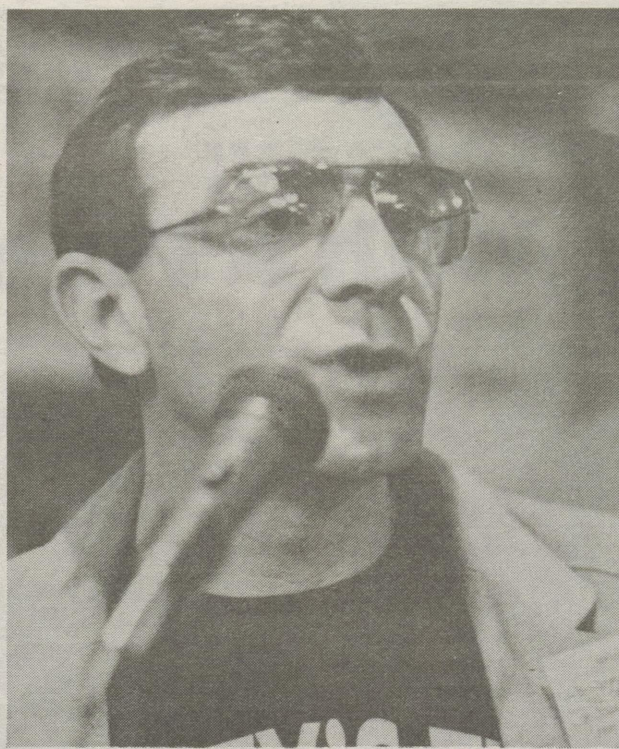
The 2,500 Teamsters of New York Local 966 voted by a six to one margin for reform delegates over a slate backed by Junior Hoffa and several employers, in what was probably the first real election ever held in the local.

The contest was between democracy and corruption. The local, previously run as a family business, is in trusteeship. The former "owners" of the local (the McCarthy's) spent an estimated \$10,000 on the election: they produced a slick, 10-page, three-color brochure of attacks on reform, TDU and Ron Carey, and did two mailings to local members.

Members don't want to go back to the old guard, but some of the employers do. Companies openly aided the pro-Hoffa slate. The Election Officer in one case required Junior Hoffa to pay for a mailing to compensate for an employer's efforts on his behalf.

In some ways Local 966 is like many New York and New Jersey locals that have been run as rackets or family businesses. When it comes to the first election, the old guard is shown to have no support at all.

The trusteeship gave the members the opportunity to take back their local union. Now they're sending delegates to Philly pledged to protecting the powers of the elected officers to attack corruption.



Financial Integrity

Bill Urman
 Delegate and International Vice
 President, Local 792
 Minneapolis

Establishing financial security for the International union is in everyone's best interest. The Carey administration inherited a financial nightmare. Waste and irresponsibility by previous administrations created long-term deficit spending. The strike fund was looted to the tune of \$34 million in 1989 to keep the general fund solvent! The Carey administration has eliminated wasteful expenses saving millions of dollars per year, but the International has operated on an unchanged, fixed income for too long.

By cutting the fat, the Carey administration has implemented new programs that are helping secure the future for Teamsters. We're leading the entire labor movement in developing new ways to fight for our membership. We have invaded the corporate boardroom itself through corporate campaigns and shareholder actions. Teamster membership is on the rise for the first time in decades due to our efforts in organizing. These programs, and many others, must not only continue but need to be expanded.

Hoffa Junior and his pals want to undo these programs by strangling the International's funding base. Their program will set the entire labor movement back three giant steps at a time when employers are flexing their muscles, padding legislators' pocket-books to gut workers' health and safety, and getting leaner and meaner everyday.

The future of the International union hinges on the outcome of the debate over finances. Financial strength is necessary to win strikes, organize new members, and negotiate good contracts. That strength must root itself in a strong International union. Our locals cannot take on the multinational corporations (like Coca-Cola in my own local) through their individual fiefdoms. It just won't work. Establishing financial strength must be a top priority for our union. Our children and grandchildren's future is at stake!

Attend the IBT Convention!

All Teamster members and retirees are welcome to attend the Teamster Convention, July 15-19 in Philadelphia.

To arrange housing or for more information, call the Teamsters Convention Office at (202) 624-6900.



Corruption-Free Union

Mike Turnure
 Delegate candidate, Local 320
 Minneapolis

Our Local 320 delegate election is being rerun due to corruption. We're running against the officials who deliberately violated the Election Rules. Four of our former officers were ousted because they embezzled over \$100,000 of members' dues money.

A large part of this convention is about continuing the job Ron Carey and his team have done in stamping corruption out of our union. Our slate will be at the convention along with hundreds of other reform delegates and fight forcefully to clean up our union once and for all.

Let's hold all officers and ourselves accountable to a code of ethics we can all agree on. If we want the government out of our union, as we all do, then we have to put in place a means of rooting out corruption whenever and wherever it rears its ugly head.

Five Days That Shook the Teamsters

Wondering just what happens at a Teamster Convention?

Watch this video of the 1991 convention and see what it's all about. Highlights include:

- Floor debates on important Teamster issues like the right to vote.
- Nominations of candidates for International office.
- Resolutions on taking our union forward.
- Ron Carey's address to the convention.

Available in two lengths:

- ☐ 2-hour tape/\$10
- ☐ 15-minute highlights/\$5

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Return to: TDU, Box 10128, Detroit, Mich.
 48210



DELEGATE ELECTIONS

Teamster Democracy: Alive And Well, With a Place for You

As we go to press in late April, some 90 percent of the local union delegates to the Teamster International Convention in July have been elected in. Some half went uncontested, but in nearly 300 locals, members did have a choice.

The old guard tried to take away your right to elect delegates. Almost every member of the Hoffa Slate voted in 1991 to strip you of that right, and send the officers as delegates. They were blocked by their own racketeering consent order, so you do have that right. Reform delegates will move in July to make sure you keep it, too.

Independent observers calculate that neither the Hoffa camp nor the Carey camp have a clear majority of delegates at this point. That's a far cry from 1991, when the Carey camp had only 15 percent of the delegates, but still went on to win the rank and file vote by a wide margin.

The Power Is Yours

In the new era of Teamster democracy, you not only have a right to participate, but you have a responsibility. You've got power, if you choose to use it. If you don't, then old guard officials will fill that power vacuum.

Go to Philadelphia for the IBT Convention. All Teamsters and retirees are welcome and will be part of the rallies and events that make history. If you can't stay all week, consider coming for the beginning rallies.

Get involved in the rank and file petition for reform. Hundreds of thousands of Teamsters will make their voice felt in a massive petition drive. The petitions will be presented to Ron Carey at the opening of the convention.

Contact the TDU office at (313) 842-2600 to find out how you might be part of the campaign for democracy, starting right in your shop.

East Coast

Trusteeship Teamsters Elect Carey Delegates

In most of the nearly 30 locals in trusteeship in the New York metropolitan area, delegates supporting Ron Carey have been elected. In

Local 966, for example, the former "family owners" spent a fortune on the campaign, companies helped, and Junior Hoffa personally got involved, but the members voted six to one for Carey delegates. (See page 7.)

This is informative because the old guard officials claim that Carey should not have put these corrupt locals into trusteeship. They say the members didn't want these actions taken. If so, why don't the members in these locals rebel against Carey during the impartially conducted delegate votes?

Instead the members take advantage of the opportunity to start building a strong, democratic union. For example, in New York air freight Local 851, several pro-Carey candidates ran for the one delegate spot.

In Worcester, Mass., Local 170, Ernie Tusino, who was removed from office for blacklisting Teamsters in the construction industry, barely won a delegate spot, finishing fourth. Carey supporters topped the poll.

Hoffa-Hogan old guard forces, which controlled the vast majority of delegates in the east in 1991, may be trailing this time, with many uncommitted.

Midwest

Old Guard Digs In

April delegate results in Michigan showed good support for reform in Hoffa's home joint council. Detroit Local 283, consisting mainly of industrial, airport, and tankhaul Teamsters, elected three delegates for Carey. Members of Flint Local 332 also rebuffed Hoffa's "No Dues Increase" slate and elected three delegates for Carey. Detroit Local 243, consisting of UPS and delivery Teamsters, elected rank and file leader Gary Clark, along with four of the uncommitted incumbent group, in a close race.

Coupled with the earlier Carey sweep in the national Local 2000, consisting of 9,000 flight attendants, reform forces have made inroads in Michigan. Hoffa is strongest in Detroit in the locals headed by sons of his

Why Hoffa had to Leave Local 283

Detroit Local 283 overwhelmingly elected three delegates in support of Ron Carey in April, defeating the pro-Hoffa old guard slate by a three to one margin. Newly elected local president Steve Hicks told us that the reform slate didn't even have to campaign.

Local 283 is no ordinary local union. This is the local from which Junior Hoffa launched his campaign for IBT president back in 1990. Hoffa was a big supporter of and the attorney for its president, George Vitale, who was removed from office for embezzlement, employer payoffs, and theft of

members' rights. Hoffa told the Election Officer he had a "special relationship" to Local 283 that should make him eligible to run for IBT president.

Then he realized the the members of Local 283 were wise to him. So he hop-scotched over to Local 614, run by Mike (Junior) Bane, who was by then out of prison for embezzlement of union funds.

Junior, tell us this: If you did so much over the years for the members of Local 283, as you claim, why do you have so little support there? These are the Teamsters who know you best.



The Teamsters for Reform Slate ran in Arizona Local 104 proudly supporting Ron Carey and his entire slate. Elected delegate Howard Burgan said, "We won by better than a two to one margin, proving once again that Arizona is Carey country. Our nine delegates will go to Philadelphia to continue the fight for a strong and democratic Teamsters union."

father's business and crime partners.

Old guard officials in Chicago, with a long history of intimidation and corruption, remain strong. Chicago Local 726 elected all six delegates for Carey.

Illinois Local 722 elected two reform delegates, including president Mark Serafinn. Several locals in downstate Illinois have officers who have announced support for Carey, after opposing him in the past. A number of officers in some Midwest areas remain uncommitted.

Coupled with earlier results, TDUsers, reformers and other pro-Carey forces have increased their strength in Ohio and generally in the Midwest, where the Hoffa-Hogan (Junior) Slate wants to win big.

The South

Reform on the Rise

When the votes were counted in Orlando, Fla., Local 385 the Carey slate swept it by a wide margin, taking all four delegates. Hoffa's "man in the South," Les Jackson, was behind the Hoffa slate here.

Jackson has been advertised as on the Hoffa-Hogan (Junior) Slate for International vice president from the South, but is not even eligible to run!

In Jacksonville, Fla., Local 512, the Ron Carey Reform Slate led by local president Ronnie Greene swept all three delegates for Carey and reform.

San Antonio Local 657 members elected all three delegates from the Members First Slate, including International vice president John Riojas, easily topping a Hoffa slate in south Texas and the Rio Grande Valley.

These April results, coupled with earlier victories from Oklahoma and Texas to Tennessee, and a complete

sweep in Georgia, give reform forces a majority of delegates from the Southern region. That's quite a change from 1991.

The West

California Shifts Toward Reform

Some 100,000 Teamsters in Northern California joint councils 38 and 7 have apparently elected a majority of reform delegates, with strong support in food processing locals and trucking locals as well.

Stockton Local 439 elected five rank and filers from the Teamsters for Carey '96 slate, upsetting the Mack-Hoffa incumbents in a hard-fought race. Santa Rosa Local 624 elected three delegates for Carey, as did Contra Costa County Local 315. San Francisco freight Local 85 is sending its one delegate for Carey, as are several others in the San Francisco Bay Area. Statewide brewery and soft drink Local 896 narrowly elected a majority of delegates for Hoffa, with one for Carey.

The reform majority in Northern California and in the San Joaquin Valley means that California's 280 delegates will likely be closely split between support of the old guard and of reform. This has to be a major disappointment to Hoffa running mate Chuck Mack, who draws his main support now in the Bay Area from locals headed by himself, his brother and his brother-in-law. Perhaps he needs a larger family.

A statewide sweep in Arizona for reform helps balance support for Hoffa from the officials in some other Western states. Congratulations also to the Ron Carey Slate in Springfield, Ore., Local 57 which took the two delegates.

What Kind of Union Do You Want?

Excerpts from a speech by Ron Carey
April 11, New York City

In a few short months, everyone in this room tonight is going to have to make a choice. It's a choice that will affect you, your spouse, your children, and, yes, probably even their children.

It's a choice over what kind of union you want to belong to. ...

That's why this election is not just about the Ron Carey Slate or Junior Hoffa.

It's about the Teamsters.

It's about the kind of union you want.

It's about whether you want to keep the power and democracy you won four years ago or return to the weakness and corruption of the past.

... Do you want a union that stands up to employers and won't back down? Or do you want a union that sneaks into bed with employers whenever the payoff price is right?

Do you want a union that's strong because it's democratic and honest? Or do you want a union that's weak, divided and allows corruption?

Do you want a union that puts rank and file members first? Or a union that treats members like second-class citizens. ...

We've had a hard road. We inherited a union that had been bled dry. It was on the way to bankruptcy. It was led by people whose favorite TV show was "Lifestyles of the Rich and Famous." ...

They took care of themselves, but they didn't take care of the rank and file members, or the thousands of honest, hard working Teamster officials.

So we rolled up our sleeves and we threw them out. We knew we couldn't face down employers across the bargaining table unless our own house was in order.



Ron Carey with members in New York City.

By last year we had balanced the budget.

We had saved members \$11 million just by eliminating the conferences.

We began the tough job of cleaning up corruption by putting 60 locals in temporary trusteeship.

We put together programs like our corporate campaigns to help Teamster locals show muscle at the bargaining table.

We gained new respect and influence in Washington. ...

We are moving ahead now. ... I wish we could have performed miracles and done more. But we're getting there. And because we're getting our own house in order, we've been able to stand up to employers in national negotiations. ... To protect our members at a time when employers are breaking unions left and right in this country. ...

In those last negotiations we held our own because you hung tough. And we made some important gains....

There are some people out there who are mad as hell. They're mad because you took away their limousine lifestyle, their fat salaries, their lavish perks. ...

They say they're mad at me. But

they're really mad at you and the thousands of honest, decent Teamsters who couldn't be corrupted.

They put up Junior Hoffa, a small-time Detroit lawyer, hoping they could ride his name back into power and privilege. ...

Because the power brokers behind Junior can't openly attack you, they are running a well financed, slick campaign to attack the Ron Carey Slate. And they are using two of the oldest propaganda techniques to do it—the big lie and the dirty smear.

... We're going to go toe-to-toe with them in this campaign. ... And we're going to whip them. You're going to whip them. But we'll do it by talking to Teamsters about the real issues that matter to you and your families:

- Fighting to put the members first.
- Standing up for strong contracts that give you a good living and a chance for a decent future.
- Guaranteeing that corruption will never get a foothold in this union again.

... We face heavy odds and the warlords' big bankrolls. But we have one thing all their money can't buy—the heart and soul of good, decent Teamsters and their families.

Hoffa Watch

Hoffa's Double Talk on Double Pensions.

Junior Hoffa, under pressure from the election process, is now telling the press that he supports Carey in eliminating multiple pension for officials! He says he is against reviving the Teamster Affiliates Pension Plan (a multiple pension only for officials and full-time staff) which was frozen two years ago by the Carey administration.

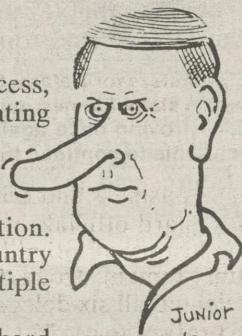
This is the same Junior that has run all over the country promising officials that he will bring back their multiple pensions.

This is the same Junior whose running mate Richard Volpe has called for the immediate reinstatement of the Affiliates Plan.

This is the same Junior whose running mate Les Singer, president of the Ohio Conference, had the Conference adopt a resolution in 1995 demanding reinstatement of the Affiliates Plan.

This is the same Junior whose running mate Jon Rabine says that Teamster officials should have pensions and salaries to match those of corporate CEOs.

Junior, we don't believe you when you say you won't bring back multiple pensions. Your daddy started them. Your running mates got rich off them. Your cronies are salivating to bring them back.



Are Trusteeships Wrong?

James Hoffa Junior and his running mates continually attack Ron Carey for putting corrupt local unions into trusteeship. They say that Carey has abused this power, which he has used some 62 times in the past four years.

We say to Hoffa: quit talking in circles and *name the locals that have been placed into trusteeship which should not have been*. Tell us, Junior, so we will know just what kinds of corruption you want to tolerate in our union.

Hoffa's Campaign Attorneys Continue Anti-union Attacks.

"We are philosophically opposed to dues check-off." That's what Robert Finkel, a partner in an employer law firm stated in March, when he was trying to defeat the Teamsters union in a "right-to-work" state. It's no surprise that some corporate lawyers try to screw our union and Teamster members.

But this is the exact same law firm that represents Junior Hoffa and his campaign!

That's right, Junior Hoffa's attorneys are in the pay of anti-union employers, as *Convoy Dispatch* documented last month.

In this case, they represent AJM Packaging Corporation (Roblaw). Atlanta Local 528 is fighting to get a first contract there, and the law firm of Finkel, Whitefield, Selik, Raymond, Ferrara and Feldman is bargaining for the company and fighting proposals like dues check-off which allow the union to exist. The new Teamsters that Hoffa's lawyers are trying to screw make about \$6 per hour.

Finkel told Local 528 how great his man Junior Hoffa is. He sure is great for their clients, who are corporations out to defeat unions. But not for the struggling Teamsters at AJM Packaging, or anywhere else.

Finkel also told Local 528 that truck drivers are "stupid." That's probably why he thinks Teamsters will vote for Junior, the employers' candidate.

Brooklyn Local 1205 Trusteeship

'A Badly Run Family Business'

Teamsters President Ron Carey placed Brooklyn Local 1205 into temporary trusteeship on April 8.

On March 26 the Independent Review Board issued a report asserting that the local, with 1,500 members employed in lumber companies, auto repair garages, manufacturing and small trucking companies, was "operated as a badly run family business." Among the report's findings:

- Local president Theodore J. Brovanski violated ERISA prohibitions by receiving multiple salaries from three benefit funds as well as from the local. Other officers also illegally received multiple salaries.
- The local's health insurance fund posted a net loss of almost \$4.2 mil-

lion over a two-year period that ended in June 1994.

- Family members and friends of officers set up dummy companies in order to obtain health benefits. Often, a family member was both an employer and a member of the union.
- Members were made to sign agreements (in order to keep their jobs) that stated that they would receive an hourly wage less than what was stated in their contract.

These are just a few examples of fraud, nepotism and abuse of power in Local 1205. Thanks to leadership friendly to rank and file concerns, we will rid our union of this type of corruption forever.

TDU, LOCAL UNION NEWS

Members Win 3-Month Fight for Steward Election

Steve Vadasz
Local 41, Wagner Transport
Kansas City

Ricky Noone posted a petition for a steward election at Wagner Transport in Kansas City Local 41 on Dec. 29, 1995. That petition successfully collected the needed 60 percent of signatures. The union ruled this petition invalid, stating we did not have a right to petition the members. So we said, "Okay, put yours up." The second petition also collected the necessary signatures. When the union disputed this number we said, "Okay, let's talk."

A group of members met with Phil Young, president of Local 41, and busi-

ness agent Densel Brown. After some heated discussion Young agreed that we had the correct amount and that the union would post a notice on the bulletin board for all prospective steward candidates to sign.

Young and Brown also agreed that the rules of procedure for steward elections, which were filled with land mines created to undermine the normal democratic process, violated Local 41's constitution and bylaws.

On Feb. 21, a notice of nominations and election was posted in the drivers' room. It was unsigned, did not state how long the sign-up sheet would be posted, or when the balloting would

begin and end—all a common practice in the local in the past. The notice was clear evidence of how this union tried to stop the process of moving forward with this election.

Nine days after posting I took the notice down, time stamped it and notified the business agent that the notice would be returned to him. A week later the union responded with a letter to the members distorting the truth and making excuses for why they couldn't go forward with an election. A week after that democracy won out and a simple notice was posted stating Noone was the only person to sign the candidate sign-up sheet and therefore would be the new union steward.

How much credibility does this local union have left? Let me quote from a

line of lies from our beloved Hoffa/Hogan supporters, the Young support team: "We support a system that vests the power in the membership of the union and radiates that power upward through the local union."

Did we try to do what they said here? We certainly did, but the chameleon changed colors and tried to steal the democratic process away from us. The membership won here, but this can be looked at another way—they beat themselves at their own game. Our local leaders stepped on the local bylaws and pushed them in the mud. Brother Noone picked them up, cleaned them off, held them high and said, "I am the real Teamster, I protect the brotherhood, and I will fight for the members' rights."

Strike Victory at President Baking

On April 14, 50 drivers at President Baking, members of Atlanta Local 528, sent the company a convincing message that they were united and determined to win a decent contract. They did it with picket signs!

After members turned down the company's offer for the second time, the company must have thought that they could just impose the contract, as was their usual practice. In the past workers at President Baking have rejected company proposals only to have the Joint Area Committee impose the contract on the members without ratification. But that was under the old

leadership of Jerry Cook and his cronies. The new leadership in Local 528, led by President Ken Hilbish who won office on a reform ticket, wouldn't play that game. Instead, Hilbish called a strike and within days the 50 drivers ratified a new contract that saw the largest wage increases ever negotiated by Local 528 with President Baking.

Drivers voted 33 to one to accept a new company proposal that includes a 20 percent increase over the employer's "final" offer and a bonus of a half-cent per mile for the first eight months of the contract on top of other improvements.

America West Airlines Mechanics Go Teamster

America West Airlines mechanics won a stunning victory, April 17, over a company that has become a "poster child" for corporate greed and arrogance, voting 587 to 135 for Teamster representation. America West mechanics are primarily based in Phoenix with smaller numbers in Las Vegas and Columbus, Ohio.

Nearly 400 mechanics fired last December when the company outsourced heavy maintenance to a non-union firm were ruled eligible to vote, bringing the total to 722. The outsourcing and firings occurred after 80 percent of the mechanics had signed union authorization cards, hitting union supporters especially hard.

Shortly after the firings, America West CEO Bill Franke signed his own contract, giving himself a substantial raise, stock gifts totaling \$2.1 million

and a "golden parachute" of \$1.5 million should his employment be terminated.

"Bill Franke has a legally binding contract. He wouldn't think of working without one. If a legally binding contract is good enough for Bill Franke, it's good enough for America West mechanics," said Ron Edwon, a mechanic who was abruptly fired last December.

The company has announced that it will go to court to challenge the eligibility of the 400 fired mechanics that the National Mediation Board allowed to vote in the election. In the meantime, International vice president Jim Benson said he will begin contract negotiations as quickly as possible and will "insist in bargaining that the work they outsourced be brought back to this company."

Mahoning Valley TDU Chapter Forming

The attempt by the old guard to retake control of our union along with the upset election of reformers in Youngstown, Ohio, Local 377, has inspired TDU members in the Mahoning Valley (covering Youngstown and Pittsburg) to organize a TDU chapter in their area. An organizing committee has been formed for this purpose.

"We need to build a TDU chapter in the Mahoning Valley for two main reasons," said Teamster public

employee, Mike Alexander. "One, the upcoming elections at the International are absolutely critical to a strong, clean Teamsters union; and two, TDU is a tremendous vehicle for education and information for the rank and file. This, in turn, empowers us to fight for stronger contracts and better contract enforcement." Any Mahoning Valley Teamsters interested in helping to build TDU in the area should contact Alexander at (216)793-6404.

TDU Leaders Call for New Reforms

TDU leadership met on April 20-21 and voted to support extensive reforms in the IBT Constitution. "There's a broad reform coalition behind Carey, and that's important," TDU organizer Ken Paff reported. "We're the ones on the cutting edge, the ones pushing into the future, and the ones looking for far-reaching reforms."

The committee discussed numerous proposals for constitutional change including finances, officers' salaries, a broad range of democratic rights, and the name change to Teamsters International Union. These proposals will be studied over the next month as reform delegates and locals begin submitting proposals to the IBT convention committees.

The TDU International Steering Committee (ISC), elected at the TDU Rank & File Convention last October, met as delegate elections in locals are winding down. The conference room at the TDU headquarters has an entire wall covered with election results, with TDUs involved in most of the 250 contested elections.

Seven members of the TDU Committee are delegates.

Commitment to a Grassroots Campaign

The TDU committee discussed the IBT election campaign as one about the union's future, and favor a strong grassroots campaign by the Carey forces to bring this issue to the members in the shops and the locals. The ISC voted to give full support to a petition drive being launched by Ron Carey for hundreds of thousands of Teamsters to make their voice heard at the IBT Convention in July.

The TDU ISC also voted to ask Teamsters and TDU members for another commitment at this critical time: to recruit the number of new members to TDU that will be necessary to both sustain the movement for reform and for TDU's efforts to elect the Ron Carey Slate.

The recruitment program is being developed now and will be presented to TDU activists in the weeks to come.

During the campaign TDU activists will meet hundreds of Teamsters who are ready to pitch in to support reform. The committee asks our members to remember that the number one reason Teamsters join TDU is that someone asked them to.



You Dirty Rat!

Ron Kistler and Don Riccio
Local 429 President and VP
Reading, Pa.

Members of Reading, Pa., Local 429 on strike against J. C. Ehrlich sent the company a message that even an employer can understand—they brought a giant inflatable rat to the picket line, courtesy of JC 53.

The contract at Ehrlich expired on Dec. 14. The employees had been working without a contract until March 23 when a vote was taken on the company's "final offer." Seniority, pensions and wages were at issue.

After rejection of this offer, a strike was called. On April 9 the company proposed a new final offer which completely did away with the union security clause, and insisted we bring it to the members. The local held a meeting to explain the offer, after which the members voted 77 to 12 to reject. The contract will now go to mediation.

The company has been bombarding the strikers with mailings to their homes. Hopefully the Rat Rally let them know what the members think of them and their offer.

LETTERS FROM OUR MEMBERS



Why Striker Supports Carey

Why do I, a Teamster on strike against the Detroit Newspaper Agency, support Ron Carey for president of the Teamsters union?

Carey has been with the strikers in Detroit from day one. He understands that a loss in this union town would cripple the labor movement nationally. And so he has pumped more than \$1 million into the strike and sent several staff members to do such things as establish and keep alive the *Detroit Sunday Journal* and the Adopt-a-Family program.

Carey's leadership and support for Teamsters in Detroit didn't just start with the strike against the Detroit newspapers. Carey has always valued and encouraged democratic input from members. He has helped polish the Teamster's reputation by wiping out corruption.

Most important, Carey has taken an aggressive stand against unfair injunctions and unjust laws. He knows how to fight for working people and demonstrated the might of the Teamsters in the recent one-day strike against UPS.

In an era of vicious corporate attacks like the ongoing strike in Detroit, I want a leader with a proven track record. I want to re-elect the Ron Carey Slate.

Rick Torres
Local 372, Detroit Newspaper Agency
Detroit

Appeal to UPS Drivers

Since my letter appeared in *Convoy Dispatch* (Dec. 1994/Jan. 1995) a lot has happened. The letter was about UPS removing me from driver status because one of my eyes did not meet the DOT regulation of 20/40. I asked for others in this situation to contact me. Nearly 30 UPS employees called or wrote to me.

On May 19, 1995, the EEOC made a determination in my favor in the charge I had filed against UPS. UPS also changed their national policy concerning driver candidates for vehicles under 10,001 pounds. At this time UPS does not have to inform employees that they have changed their vision policy. However, if the employee requests to be considered as a candidate for this policy change, UPS must try to accommodate them.

UPS has not put me back on the road and we cannot agree on a figure for overtime. I am talking to an attorney about a possible class action lawsuit for back pay, overtime and damages. I am asking that any UPS employee who has been removed from driver status or prohibited from becoming a driver because of their vision to contact me. Even if UPS has reinstated you as driver, please contact me. If you have a vision problem it is possible that you can drive even if there are not any vehicles under 10,001 pounds in your center.

Richard Butler
P.O. Box 174
Bloomington, Ohio 43910

'Finest Film of Its Kind'

If you haven't seen the new video, *Diana Kilmury: Teamster*, you're in for a treat. The movie, a dramatic portrayal of Diana's role in transforming the Teamsters, ran on television in Canada in March and I saw it on videotape a few weeks ago. It's a terrific film.

Many *Convoy* readers know who Diana is — an International vice president of the Teamsters union and a co-chair of Teamsters for a Democratic Union. What is less well known is how Diana got involved and how she became a leader in the reform movement. There are some very powerful scenes in this film, the stuff that



Diana Kilmury and Barbara Williams, the actress who portrays her.

Video Tapes Available

A limited number of video tapes of *Diana Kilmury: Teamster* are available. Order from TDU by mail or phone. Make \$20 check (includes shipping and handling) payable to TRF. Get yours now, and be sure to make it available to other Teamsters and union members in your area.

might bring some tears to your eyes as she takes on the union toughs.

Barbara Williams, the actress who portrays Diana, really captures the feisty essence and courage of Kilmury. Several times during the movie, I caught myself saying "that's just the way Diana would say it."

The movie gives credit to the important role of TDU in transforming our union and helping to win the election of Ron Carey in 1991. One of the shortcomings of the film — and it was inevitable given the scope of the project — is that it oversimplifies the struggle and our efforts to clean up our union. This was a big, nationwide effort involving many people, including a huge team of dedicated rank and filers, many of whom read this paper. The full story of their work and the twists and turns of the battle await some future movie dramatization. In the meantime, you can get a better taste for what it's like by joining TDU!

It is a first-rate, pro-union, pro-reform movie, one of the finest films of its kind. During the next few months, Teamsters ought to consider inviting their friends over and playing the tape. It's a good one.

Gillian Furst
Local 1145, Honeywell
Minneapolis

Educating and Informing Members

It is with great pride that I enclose my check to become a member of Teamsters for a Democratic Union. I am very grateful to TDU members Bob Ream and Jake Workman (Sacramento, Calif., Local 150) for introducing me to this valuable organization. They have tirelessly supplied me with multiple copies of *Convoy Dispatch* to read and share with my coworkers at UPS. Bob generously gave a copy of the *Teamster Rank & File Legal Rights Handbook*. This booklet has been an invaluable source of information, without which I would be much less equipped to insist on the enforcement of my rights on the job and in the union.

I am a shop steward at UPS and a member of Local 150. On our shift we are committed to increasing the strength of our union presence and sharing information with other members. We have successfully solicited information and literature from our union to share with coworkers and new employees. Strangely enough, our local is apparently hesitant to educate the dues-paying members. That's where TDU comes in.

The UPS contract is up for negotiation next year, and we intend to be as informed as possible. As a part timer and a minority (women at UPS are under represented), I am on a mission, with the support and encouragement of my part-time coworkers, to have our voice heard at the convention, in the November officer elections, and ultimately during contract negotiations.

Thank you very much, to the dedicated individuals who make up TDU. The investment of educating and informing Teamsters will pay off eternally.

Cari Perras
Local 150, UPS
Sacramento, Calif.

Thanks for 'Wealth of Information'

I want to thank TDU and *Convoy Dispatch* for the wealth of information you give all Teamster members. Without this valuable source, I'm sure the Teamsters for Teamsters slate in Houston Local 988 would not have won the election for convention delegates. Again, thank you and keep up the good work.

Kathy M. Lane
Local 988, Yellow Freight
Houston

TDU Meets

ARIZONA
Garage Sale
Saturday, May 18, all day
2210 W. Morten, Phoenix

ATLANTA
Second Saturday each month
John C. Birdine Community Center
215 Lakewood Way S.E.

EAST BAY, CALIF.
Saturday, May 11, 10 a.m.
Call (510) 653-3865 for information.

EASTERN MASS./R.I.
Saturday, May 18, 10 a.m.
Mansfield VFW Hall
88 Chilson Ave.
Rte. 106 to Mansfield Center
Call (508) 697-3431 for information.

EVERGREEN CHAPTER
Sunday, June 2, 10 a.m.
Seattle premier showing of
Diana Kilmury: Teamster
El Centro de la Raza
2524 16th Ave. S.
Columbian Way exit off I-5
Seattle

NASHVILLE
TDU Meeting & BBQ
Saturday, May 11, 3 p.m.
7411 Swift Rd., Greenbrier, Tenn.
Special Guests:
Diana Kilmury, IBT VP
Don Stone, TDU organizer

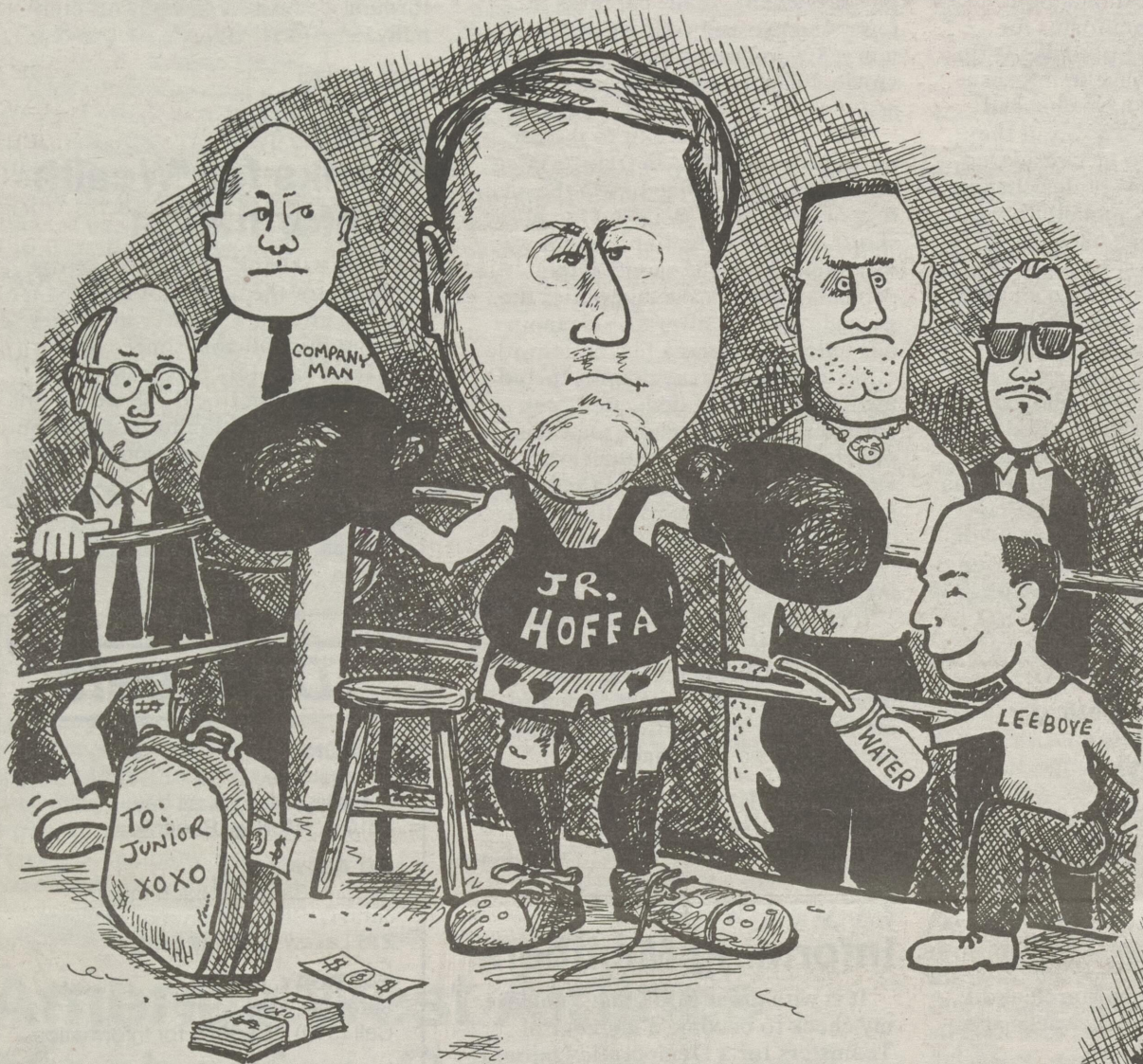
NEW YORK/NEW JERSEY
Friday, May 3, 7 p.m.
New York premiere showing of
Diana Kilmury: Teamster
Hewitt Bldg., Room 207,
41 Cooper Square
3rd Ave. between E. 6th & E. 7th
Donation: \$10

NORTH CAROLINA
Saturday, May 25, 2 p.m.
The Cutting Board Restaurant
Alamance Rd., Burlington, N.C.

SOUTHERN CALIFORNIA
Sunday, June 2, 9 a.m.
VFW Hall
101 S. Main St., Pomona, Calif.

Carey vs. Hoffa

Tales of the Tape



Junior Hoffa

Reach:

An inch short of any employer's nose. However, considered a great back scratcher and decent glad hander.

Weight:

Does not work out, as has no-show job. Consumes too many donuts on radio talk shows.

Record:

Never in the ring. Attempted to run for president in 1991, but ruled ineligible as he never worked as a Teamster. Fired as Local 299 attorney after he charged high fees and subcontracted work to lower-paid attorneys.

Last Bout:

Ducked a fight with Detroit Newspaper Agency right in his own joint council. Too busy on talk-show circuit.

KOs:

Won several routine workers comp cases, but no KOs.

Ron Carey

Reach:

Long enough to land punches on heavyweights like UPS and anti-union politicians.

Weight:

Lean and, according to employers, mean. Grew from scrappy truck driver in Queens, N.Y., to title holder.

Record:

Worked his way up from the rank and file. President of Local 804 23 years; Local 804's 7,000 members chose him in 1991 by an incredible 98 percent margin. First-ever elected Teamster president.

Last Bout:

In a rematch with corporate America, stopped implementation of NAFTA cross-border trucking deregulation.

KOs:

Knocked out 65 multiple salaries by ending bloated area conferences. KO'd corruption by putting over 60 corrupt locals into trusteeship.

